



CONFIDENTIAL COUNSELLORS

JAMBOREE 2024

Nikhef Personnel
Department (P&O)

INCLUSION @ NIKHEF

- Nikhefs ambition and pledge is to offer an inclusive, safe and stimulating working place for the diverse community we are.
- Together, we must live up to this promise. Nikhef encourages and facilitates inclusive behavior.
- Employee survey 2023 shows: several colleagues report inappropriate behaviour

- 2 colleagues reported being bullied
- 3 colleagues reported verbal aggression
- 3 colleagues reported having experienced sexual harassment
- 6 colleagues have felt discriminated against

INAPPROPRIATE BEHAVIOUR?

=> don't get stuck with it!

- Discuss with the person concerned
- Ask your supervisor/program leader for help
- Discuss the issue with your c3 member
- Consult the HR dept (confidential)

- Consult a 'confidential counsellor'
- **For all employees: Ingrid van Wezel (external!)**



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- For PhD's: Els de Wolf

